



Strictly Private & Confidential

DUPLICATE

28th November 2016

Mr Yijie Huang
Apt 12, Block 4
Clarion Quay
North Wall Quay
IFSC
Dublin 1.

Dear Mr Huang,

In accordance with the provisions of the National Treasury Management Agency Act 1990, I am pleased to offer you employment as an Economist in the Funding and Debt Management Unit (“FDM”) Unit of the National Treasury Management Agency (“NTMA”) with effect from the 28th November 2016 or earlier if possible, at a date agreed, upon the terms and subject to the conditions set out below.

1. This offer of appointment is subject to you maintaining a valid visa permitting you to work in Ireland. Should you cease to be entitled to work in Ireland, the NTMA can terminate your employment without notice or pay in lieu of notice.
2. The role and responsibilities of the position have been outlined in summary in your meetings with the NTMA. The NTMA reserves the right to amend or expand your duties within the general scope of your position or change of function. In particular, you may be required to carry out any other duties in addition to or instead of those to which you will be assigned on the commencement of this appointment. However, you will not be required to carry out duties which you cannot reasonably perform.
3. You will report to the Director of the FDM Unit (or to a Manager nominated by the Director of the FDM Unit) unless and until the Chief Executive for the time being of the NTMA otherwise directs from time to time.
4. The basic salary for this position will be €37,500 per annum and pro rata for any lesser period. Your salary will be subject to periodic review, normally at the end of each calendar year, having regard to (inter alia) your performance, internal indicators, pay developments generally and any pay constraints imposed by the Government or the Oireachtas through legislation or otherwise. Your salary will be payable monthly in arrears (subject to the statutory and any agreed deductions) and the net sum due will be remitted at the end of each calendar month and paid directly into your bank account.
5. You will be eligible to participate in an annual performance related pay (PRP) arrangement in which up to 20% of your basic salary may be paid to you. The amount (if any) of such PRP will be determined by the NTMA with reference to certain criteria,

